



**City of Tacoma**

**City Council Action Memorandum**

**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
 Kari Louie, Assistant Human Resources Director  
 Shelby Fritz, Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay & Compensation Ordinance – November 30, 2021  
**DATE:** November 10, 2021

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**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for nonrepresented employees and employees represented by the Tacoma Fire Fighters Union, Local 31, and the Professional Public Safety Management Association.

**BACKGROUND:**

The ordinance will provide for wage increases as negotiated for represented classifications contained within the collective bargaining agreements, and other related documents, with the Tacoma Fire Fighters Union, Local 31; and the Professional Public Safety Managers Association, effective January 1, 2022.

The nonrepresented classifications of Municipal Court Judge and Court Commissioner, will receive a wage increase of 1.75 percent, effective July 1, 2022. Wages for these two titles are based on the salaries published by the Washington Citizen’s Commission on Salaries for Elected Officials.

The ordinance will also provide for a general wage increase of 2 percent for all nonrepresented and nonrepresented executive classifications, excluding City Manager and Utilities Director, effective January 1, 2022. In addition, the pay ranges for the classifications of Department Aide, Senior Center Cook, Skilled Occupational Intern and Tacoma Venues and Events Attendant will receive an additional increase of 3.9 percent in order to comply with minimum wage requirements.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.

**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve the legislation	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

An ordinance is necessary to provide for changes to rates of pay and compensation for represented and nonrepresented employees.

**FISCAL IMPACT:** Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.